

Winter Laborers

Job Description

Winter Laborers. 8 temporary/full-time positions with Outdoor Accents, Inc. from 12/1/2024 - 4/15/2025.

Workers will perform cleaning of private properties including manual snow/ice removal from sidewalks, driveways, or parking areas using snow shovels, snow blowers, snow plows, ice chippers, or salt spreaders; trash/debris pickup; fall/winter storm cleanup including clearing debris from grounds; and dormant tree/shrub winter pruning. Clean and perform routine maintenance on equipment and tools when not in use. Entry level; requires supervision.

Must lift/carry 50 lbs., when necessary. Employer-paid post-hire random drug testing required of foreign and domestic workers. Post-hire motor vehicle record check required only of foreign and domestic workers who drive company vehicles (driving is not a requirement of all workers in the position). Work shifts/hours varying by day and work days varying by week to include Saturday and Sunday depending on snowfall.

On-the-job training will be provided to the worker.

Employer pays in advance or reimburses workers in the first workweek for all government-mandated and visa-related fees (excluding passport fees). For non-local workers (i.e., residing outside normal commuting distance), employer reimburses inbound travel costs at the 50% point in the contract (unless paid in advance). Inbound travel includes transportation costs from worker's permanent residence or place of recruitment, a daily meal subsistence (based on rates required by law, currently \$15.88 per day minimum or \$59.00 per day maximum for workers with acceptable receipts), and reasonable lodging costs, if applicable. Travel reimbursements based on least-cost common carrier rate. Employer provides or pays outbound travel costs upon completion of the contract period or early dismissal, except where the worker has subsequent employment.

Employer guarantees to offer hours equal to at least three-fourths of the workdays in each 12-week period of the total contract period, beginning with the worker's first workday and ending on the contract end date or any extension thereof. Employer may count all hours worked, as well as any hours offered within the standard work schedule that a worker chooses to not work, up to the maximum number of daily hours on the job order.

Workers who voluntarily abandon employment are not entitled to payment for outbound travel costs or the full three-fourths period guarantee described above.

Employer provides without charge all tools, supplies and equipment (incl. uniforms, if applicable) necessary to perform duties assigned. If requested, employer helps non-local workers secure optional worker-paid lodging.

JOB LOCATION:

42780 W. 10 Mile Rd, Novi, MI 48375 and multiple worksites within Lapeer, Livingston, Macomb, Oakland, St Clair and Wayne counties.

Employer provides incidental transport between job sites. Employer may deduct reasonable costs for daily transportation to/from worksite from designated pick-up location. Use of employer-provided transportation is voluntary.

WAGE INFORMATION:

Wage rate is no less than \$16.99 per Hour. Overtime hours vary at: \$25.49 per Hour.

Raises and/or bonuses may be offered at employer's discretion, based on individual factors such as performance, skill, and tenure. A single workweek will be used to compute wages due. The payroll period is weekly. Workers are paid by check on Wednesday. The standard work schedule is from 7:00 AM until 3:00 PM, Monday through Friday.

Employer will offer 35 hours per week. Employer may offer more than the stated work hours, depending on weather, business needs, and other conditions. Extreme heat, cold, rain, or drought may affect exact working hours.

Employer makes all payroll deductions required by law. Employer does not envision other workforce-wide payroll deductions. Voluntary deductions must be pre-authorized in writing and may include the following: Employer deducts reasonable fair market value cost of rent/utilities based on number of occupants for workers electing to reside in employer-arranged housing (cost TBD). Daily transportation to and from the worksite from a centralized designated pick-up place will be offered at a reasonable cost to workers. The use of this transportation is voluntary.

REFERRAL INSTRUCTIONS:

State Workforce Agency (SWA) may only refer qualified applicants who have been apprised of the material terms and conditions of employment and who are able, willing, and available for the job. Employer makes hiring decisions at its sole discretion. Referrals and applicants are accepted from all sources. Applicants must possess documentation required to complete Form I-9 employment eligibility verification.

To apply, contact employer at (734) 709-6943 or apply at the job order holding office: Oakland County Michigan Works! - Novi, 31186 Beck Rd Novi, MI 48377, phone (248) 926-1820.

Additional Requirements

[How to Apply](#)

Job Summary

Organization

Outdoor Accents, Inc. [view profile](#)

Location

Novi, Michigan 48375

Positions Available

8

Expiration Date

11/10/2024

Education Level

None

Job Level

Entry Level

Job Characteristics

- Full-time
- Seasonal

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[Report Refusal of Work \(https://miwam.unemployment.state.mi.us/EmpMiWAM/_/#1\)](https://miwam.unemployment.state.mi.us/EmpMiWAM/_/#1)

[Agriculture Employment \(https://www.mitalent.org/agriculture\)](https://www.mitalent.org/agriculture)

Other Resources (<https://www.mitalent.org/employer-other-resources>)

Career Exploration (<https://www.mitalent.org/career-exploration>)

Pathfinder (<https://pathfinder.mitalent.org>)

MAT2 Program (<https://mat2apprenticeships.com/>)

Michigan Training Connect (<https://www.mitalent.org/mitc>)

Veteran (https://www.michigan.gov/leo/0,5863,7-336-94422_95539_98962---,00.html)

Veteran Home (https://www.michigan.gov/leo/0,5863,7-336-94422_95539_98962---,00.html)

Skilled Trades (<https://www.going-pro.com>)

Registered Apprenticeships (<https://www.michigan.gov/Apprenticeship>)

Jobs, Pay & Outlook (<https://www.going-pro.com/careers/>)

Post-Secondary Education Opportunities (<https://www.mitalent.org/skilled-trades-post-secondary-education-opportunities>)

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